



COMMONWEALTH BUREAU OF CENSUS AND STATISTICS

LABOUR TURNOVER, SEPTEMBER, 1958

This report gives the results of a survey of labour turnover in Australian industry in the month of September, 1958, and shows these results together with those obtained in similar surveys covering the months of September, 1954 to 1957. Because of the effect of seasonal fluctuations, the trends in labour turnover are most clearly shown by comparing successive turnover rates for the same month of each year. Labour turnover rates are influenced by the seasonal nature of employment, particularly in the food, drink and tobacco industry and, to a lesser degree, in other industries. In each year since 1949 (except 1951) labour turnover surveys have been made also for the month of March and the results of these surveys were published in the report entitled "Labour Turnover, March, 1958", issued on 12th August, 1958.

Labour turnover is generally measured by the number of engagements or separations expressed as percentages of average employment during the period under review. Engagements and separations refer to the turnover of individual businesses, including the movement from one business to another within the same industry group.

Table 1 below shows figures of both engagements and separations expressed in this way for manufacturing and non-manufacturing industries. Table 2 shows the separation rates for manual workers for more detailed industry groups, and Table 3 shows the analysis of these separation rates according to dismissals, retrenchments, persons leaving employment of their own initiative, and other causes.

The period covered in individual returns is not uniform, depending as it does on the dates on which pay-roll tax returns of individual businesses are made up for August and September in each year. The figures should be interpreted as applying to an average of about four and a half weeks.

Industrial Coverage

The surveys are based on a sample within certain industries of businesses subject to Pay-roll Tax. They exclude businesses whose pay-roll is below the taxable limit, as well as religious, benevolent and other similar organizations, which are exempt from Pay-roll Tax. In addition, the surveys exclude rural industry, private domestic service, the professions (e.g. accountancy firms, trade associations, consultant engineers, etc.) the shipping and stevedoring industry, the motion picture industry and all government employment and semi-government undertakings other than banks and airlines.

Businesses in the construction industry were represented in the sample for the first time in the September, 1956, survey, and since then figures for this industry have been combined with those for the building industry. The rates for these two industries have been of a similar magnitude.

	September, 1958	September, 1957	September, 1956	September, 1955	September, 1954
Engagements	3.1	3.2	3.5	3.8	3.7
Separations	6.0	4.7	3.3	2.7	2.3
Ratio	1.9	1.5	0.9	0.7	0.6
Manufacturing	2.6	4.8(d)	2.6	2.2	2.8
Non-manufacturing	3.9	4.0	4.2	4.9	4.2
Manual workers	2.9	4.7	2.7	2.4	2.1
Non-manual workers	3.8	4.0	4.2	4.9	4.2
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(a) See introductory text for note on industrial coverage.  
(b) Revised.



### Engagements and Separations

Table 1 summarises, for the past 5 years, the engagement and separation rates of the manufacturing and non-manufacturing sectors of industry, for both male and female manual and other workers. In two of these categories "female manual workers in non-manufacturing industry" and "female other (non-manual) workers in manufacturing industry", the number of employees is relatively small. Less significance should be attached to small changes in their labour turnover rates than to similar changes in the larger employment categories.

The table indicates that, with the exception of male other workers in non-manufacturing industry, the September rates for all labour turnover categories were lower than they were 4 years ago. Most of the falls took place in 1956 and there has been little change of significance since then. Excepting some rises and falls for females (in separations of manual workers in manufacturing industry, engagements of "other workers" in non-manufacturing industry and engagements and separations in the small employment category, "female manual workers in non-manufacturing industry"), the rates in September, 1958, were much the same as in September of the previous year.

**TABLE 1 : ENGAGEMENTS AND SEPARATIONS : 1954 TO 1958**  
(Percentage of average number of employees in each Group)

Period	Manufacturing		Non-Manufacturing (a)		All Industries (a)	
	Manual Workers	Other Workers	Manual Workers	Other Workers	Manual Workers	Other Workers
<b>MALES</b>						
<b>Engagements:</b>	%	%	%	%	%	%
September, 1954	6.6	2.2	7.5	2.2	6.9	2.2
September, 1955	6.4	2.2	7.8	2.5	6.9	2.4
September, 1956	4.3	1.8	6.5	2.3	5.1	2.2
September, 1957	4.4	1.6	6.0	2.5(b)	5.0	2.2(b)
September, 1958	4.4	1.5	6.0	2.4	4.9	2.1
<b>Separations:</b>						
September, 1954	6.0	1.7	6.5	2.1	6.2	2.0
September, 1955	6.4	2.1	7.5	2.5	6.8	2.4
September, 1956	4.3	1.7	5.4	2.1	4.7	2.0
September, 1957	3.9	1.5	5.3	2.0	4.4	1.8
September, 1958	4.2	1.3	5.4	2.2	4.6	1.9
<b>FEMALES</b>						
<b>Engagements:</b>	%	%	%	%	%	%
September, 1954	7.0	4.1	7.0	5.3	7.0	5.0
September, 1955	6.5	4.7	7.5	6.7	6.7	6.2
September, 1956	5.5	3.8	7.1	4.1	5.9	4.0
September, 1957	5.3	3.2	6.0	4.6(b)	5.5	4.3
September, 1958	5.2	3.3	5.2	3.9	5.2	3.8
<b>Separations:</b>						
September, 1954	6.6	3.7	5.8	4.2	6.4	4.1
September, 1955	6.3	3.8	6.9	4.9	6.4	4.6
September, 1956	5.7	3.3	5.6	4.2	5.7	4.0
September, 1957	4.7	3.2	4.8(b)	4.0	4.7	3.8
September, 1958	6.0	3.1	5.6	3.9	5.9	3.7

(a) See introductory text for note on industrial coverage.

(b) Revised.



# Separation Rates for Industry Groups

Table 2 gives a dissection by industry of the separation rates of manual workers which were shown in Table 1. It shows that the lower rate for manual workers in September, 1958, compared to those of 4 years ago, occurs in 17 of the 22 industry/sex groups covered. Comparing September, 1958, with September, 1957, it can be seen that the stability in the rates for males in manufacturing and non-manufacturing industry as a whole, is the result of divergent movements in the component industry groups. Notable among these are rises in engineering and vehicles; clothing; furniture, saw-milling and wood-working, and mining; and a fall in "other non-manufacturing". The rates for females rose for both manufacturing and non-manufacturing industry as a whole, but there were falls in 3 of the 8 industry groups for which rates are shown. The outstanding rises for females were in "other manufacturing" and food, drink and tobacco. The food, drink and tobacco group contains certain seasonal industries (e.g., fruit canning) which engage and retrench a large number of workers each season, and considerable fluctuation in the turnover may occur because a season may be later in one year than another.

TABLE 2 : SEPARATION RATES FOR MANUAL WORKERS BY INDUSTRY, 1954-1958

(Percentage of average number of employees)

Industry Group	September, 1954	September, 1955	September, 1956	September, 1957	September, 1958
<b>MALES</b>					
Manufacturing -	%	%	%	%	%
Engineering and vehicles (a)	6.2	6.8	4.2	3.6	4.4
Textiles	5.9	5.3	3.2	3.4	3.2
Clothing	5.1	5.4	3.5	2.6	3.1
Food, drink and tobacco	5.8	6.5	5.8	5.6	4.6
Furniture, sawmilling and woodworking	6.1	5.6	3.8	3.7	5.3
Paper and printing	3.0	3.5	2.7	2.2	2.4
Other manufacturing	7.0	7.3	4.4	4.1	4.0
All manufacturing	6.0	6.4	4.3	3.9	4.2
Non-manufacturing -					
Mining	2.5	3.3	3.2	3.0	3.5
Building and construction (c)	10.4	14.0	10.0	10.1	11.0
Road transport	4.1	8.1	4.7	4.2	4.3
Wholesale trade	7.1	6.2	4.4	3.8	3.9
Retail trade	5.4	4.6	3.0	3.2	3.1
Other non-manufacturing	6.5	5.8	4.2	4.8 (b)	3.0
All non-manufacturing	6.5	7.5	5.4	5.3	5.4
All Industries (d)	6.2	6.8	4.7	4.4	4.6
<b>FEMALES</b>					
Manufacturing -	%	%	%	%	%
Engineering and vehicles (a)	7.5	7.2	5.8	5.2	6.2
Textiles	5.5	4.6	3.9	4.7	2.6
Clothing	6.8	5.9	5.8	3.8	4.6
Food, drink and tobacco	7.8	8.9	9.1	7.5	12.3
Paper and printing	6.3	4.0	3.8	5.2	3.5
Other manufacturing	4.8	6.8	4.7	3.7	8.5
All manufacturing -	6.6	6.3	5.7	4.7	6.0
Non-manufacturing -					
Wholesale trade	7.0	4.6	4.7	4.5	6.3
Retail trade	4.8	3.8	3.0	2.6	4.0
Other non-manufacturing	6.0	9.2	6.8	5.8 (b)	5.7
All non-manufacturing	5.8	6.9	5.6	4.8 (b)	5.6
All Industries (d)	6.4	6.4	5.7	4.7	5.9

(a) Founding, engineering, metalworking, ship and vehicle manufacture and repair.

(b) Revised. (c) Construction other than building, not included prior to September, 1956. (d) See introductory text for note on industrial coverage.



### Analysis of Separations for Manual Workers

In Table 3, separations of manual workers are classified by type of separation (dismissed, retrenched, left and other). Businesses submitting returns were asked to class employees as "dismissed" where employment was terminated on the employer's initiative for disciplinary or similar reasons; as "retrenched" where the employment was terminated, permanently or otherwise, on the employer's initiative for reasons such as a reduction in the scale of operations, breakdown in machinery, shortage of materials, completion of the job, etc.; as "left" where employment was terminated on the employee's initiative (employees on strike are not included as separations); and as "other" where the separation was due to death, injury, permanent retirement (including women leaving to be married), enlistment in the forces, or similar reasons.

The table gives this dissection of separation rates for September, 1957, and September, 1958. Preceding issues in the series have contained corresponding information for earlier years. In the previous surveys, the majority of separations among manual workers (except in the food, drink, and tobacco industry) were due to persons leaving on their own initiative. In September, 1958, the "retrenched" rates have approached the "left" rates in many industries, and are higher than the "left" rates in mining and "other manufacturing", as well as in food, drink and tobacco. The main reason for the higher separation rate for "all industries" for September, 1958, compared with September, 1957, was a higher rate of retrenchments in several industries.

The higher "retrenched" rate in September, 1958, was general throughout industry, with the exception of the textile industry and food, drink and tobacco (males only) where the rates were lower than the previous September. While retrenchments in the food, drink and tobacco industry fell for males, they nearly doubled for females. However, this is probably due largely to the seasonal factors mentioned in the commentary to Table 2. The "left" and "dismissed" rates for "all industries" remained on about the same level as those for September, 1957, but there were a number of changes in the rates for particular industry groups. For "left", the most marked changes were in "other non-manufacturing" (males) and paper and printing (females) where the rates were lower, and building and construction (males) and "other manufacturing" (females) where the rates were higher.

"Dismissed" rates are smaller than the "retrenched" and "left" rates, and show little change overall. The most marked change is in the rate for males in the building and construction industry, which in September, 1958, was lower than in September, 1957.

The rates for "other" are also relatively small, and no significant changes occurred.

6.2	5.2	5.8	7.5	7.5	Manufacturing -
5.5	4.7	3.9	4.6	5.2	Engineering and vehicles (a)
4.6	3.8	5.8	5.9	6.8	Textiles
12.3	7.5	9.1	8.9	7.8	Clothing
3.2	5.2	3.8	4.0	6.3	Food, drink and tobacco
8.2	3.7	4.7	6.8	4.8	Paper and printing
6.0	4.7	5.7	6.3	6.6	Other manufacturing
6.3	4.2	4.7	4.6	7.0	MI manufacturing -
4.0	2.6	3.0	3.8	4.8	Wholesale trade
5.7	5.8 (b)	6.8	9.2	6.0	Retail trade
5.6	4.8 (b)	5.6	6.9	5.8	Other non-manufacturing
5.9	4.7	5.7	6.4	6.4	MI non-manufacturing
					ALL Industries (b)

(a) Foundry, engineering, metalworking, ship and vehicle manufacture and repair.  
 (b) Revised.  
 (c) Construction other than building, not included prior to September, 1956.  
 (d) See introductory text for note on industrial coverage.



TABLE 3 : ANALYSIS OF SEPARATIONS FOR MANUAL WORKERS,

SEPTEMBER, 1957 AND SEPTEMBER, 1958

(Percentage of average employment in each group)

Industry Group	September, 1957					September, 1958				
	D.	R.	L.	O.	Total	D.	R.	L.	O.	Total
<b>MALES</b>										
	%	%	%	%	%	%	%	%	%	%
Manufacturing -										
Engineering and vehicles (a)	0.6	0.6	2.3	0.1	3.6	0.7	1.1	2.4	0.2	4.4
Textiles	0.4	0.6	2.2	0.2	3.4	0.6	0.3	2.1	0.2	3.2
Clothing	0.6	0.5	1.4	0.1	2.6	0.6	0.7	1.7	0.1	3.1
Food, drink and tobacco	0.5	3.0	2.0	0.1	5.6	0.5	1.6	2.3	0.2	4.6
Furniture, woodworking, etc.	0.7	0.3	2.4	0.3	3.7	0.7	1.8	2.6	0.2	5.3
Paper and printing	0.3	0.2	1.6	0.1	2.2	0.3	0.4	1.6	0.1	2.4
Other manufacturing	0.8	0.5	2.6	0.2	4.1	0.8	0.8	2.3	0.1	4.0
All manufacturing	0.6	0.9	2.2	0.2	3.9	0.6	1.1	2.3	0.2	4.2
Non-manufacturing -										
Mining	0.2	0.9	1.8	0.1	3.0	0.2	1.7	1.5	0.1	3.5
Building and construction	2.8	3.2	4.0	0.1	10.1	1.3	4.6	5.0	0.1	11.0
Road transport	1.0	0.7(b)	2.4	0.1(b)	4.2	0.7	1.3	2.3	-	4.3
Wholesale and retail trade	0.6	1.1	1.8	0.2	3.7	0.5	1.1	2.0	0.1	3.7
Other non-manufacturing	1.5	0.4	2.8(b)	0.1	4.8(b)	1.1	0.4	1.3	0.2	3.0
All non-manufacturing	1.2	1.5	2.5	0.1	5.3	0.7	2.0	2.6	0.1	5.4
All Industries	0.8	1.1	2.3	0.2	4.4	0.7	1.4	2.4	0.1	4.6
<b>FEMALES</b>										
	%	%	%	%	%	%	%	%	%	%
Manufacturing -										
Engineering and vehicles (a)	0.7	0.9	3.4	0.2	5.2	0.6	2.7	2.8	0.1	6.2
Textiles	0.2	1.3	2.9	0.3	4.7	0.2	0.2	2.0	0.2	2.6
Clothing	1.0	0.6	2.1	0.1	3.8	0.7	1.1	2.5	0.3	4.6
Food, drink and tobacco	0.3	4.6	2.5	0.1	7.5	0.8	8.4	2.9	0.2	12.3
Paper and printing	1.1	0.6	3.4	0.1	5.2	0.6	0.7	2.2	-	3.5
Other manufacturing	0.7	0.6	2.3	0.1	3.7	0.6	4.2	3.6	0.1	8.5
All manufacturing	0.7	1.3	2.6	0.1	4.7	0.6	2.6	2.6	0.2	6.0
Non-manufacturing -										
Wholesale and retail trade	0.2	0.5	2.6	0.1	3.4	0.5	1.6	2.9	0.2	5.2
Other non-manufacturing	0.7	0.4	4.7(b)	-	5.8(b)	0.7	0.5	4.3	0.2	5.7
All non-manufacturing	0.5	0.4(b)	3.8	0.1	4.8(b)	0.6	1.0	3.8	0.2	5.6
All Industries	0.6	1.1	2.9	0.1	4.7	0.6	2.2	2.9	0.2	5.9

D. Dismissed : Employment terminated on the employer's initiative for disciplinary or similar reasons.

R. Retrenched: Employment terminated, permanently or otherwise, on the employer's initiative for reasons such as a reduction in the scale of operations, breakdown in machinery, shortage of materials, completion of the job, etc.

L. Left : Employment terminated on the employee's initiative. Employees on strike not included.

O. Other : Includes separations due to death, injury, permanent retirement (including women leaving to be married), enlistment in the forces, and similar reasons.

(a) Founding, engineering, metalworking, ship and vehicle manufacture and repair.  
(b) Revised.

COMMONWEALTH BUREAU OF CENSUS AND STATISTICS

CANBERRA, A.C.T.

10TH MARCH, 1959.



TABLE 3. ANALYSIS OF SEPARATIONS FOR MANUAL WORKERS  
SEPTEMBER, 1957 AND SEPTEMBER, 1958  
(Percentage of average employment in each group)

Industry Group	September, 1957					September, 1958				
	D.	R.	L.	O.	Total	D.	R.	L.	O.	Total
MALES										
Manufacturing -										
Engineering and vehicles (a)	0.6	0.6	2.3	0.1	3.6	0.7	1.1	2.4	0.2	4.4
Textiles	0.4	0.6	2.2	0.2	3.4	0.6	0.3	2.1	0.2	3.2
Clothing	0.6	0.2	1.4	0.1	2.3	0.6	0.7	1.7	0.1	3.1
Food, drink and tobacco	0.2	3.0	2.0	0.1	5.3	0.2	1.6	2.3	0.2	4.3
Furniture, woodworking, etc.	0.7	0.3	2.4	0.3	3.7	0.7	1.8	2.6	0.2	5.3
Paper and printing	0.3	0.2	1.6	0.1	2.2	0.3	0.4	1.6	0.1	2.4
Other manufacturing	0.8	0.2	2.6	0.2	4.1	0.8	0.8	2.3	0.1	4.0
All manufacturing	0.6	0.9	2.2	0.2	3.9	0.6	1.1	2.3	0.2	4.2
Non-manufacturing -										
Mining	0.2	0.9	1.8	0.1	3.0	0.2	1.7	1.2	0.1	3.2
Building and construction	2.8	3.2	4.0	0.1	10.1	1.3	4.6	2.0	0.1	11.0
Road transport	1.0	0.7(p)	2.4	0.1(p)	4.2	0.7	1.3	2.3	-	4.3
Wholesale and retail trade	0.6	1.1	1.8	0.2	3.7	0.5	1.1	2.0	0.1	3.7
Other non-manufacturing	1.2	0.4	2.8(p)	0.1	4.8(p)	1.1	0.4	1.3	0.2	3.0
All non-manufacturing	1.2	1.2	2.2	0.1	5.3	0.7	2.0	2.6	0.1	5.4
All Industries	0.8	1.1	2.3	0.2	4.4	0.7	1.4	2.4	0.1	4.6
FEMALES										
Manufacturing -										
Engineering and vehicles (a)	0.7	0.9	3.4	0.2	5.2	0.6	2.7	2.8	0.1	6.2
Textiles	0.2	1.3	2.9	0.3	4.7	0.2	2.0	2.0	0.2	4.4
Clothing	1.0	0.6	2.1	0.1	3.8	0.7	1.1	2.2	0.3	4.3
Food, drink and tobacco	0.3	4.6	2.2	0.1	7.2	0.8	8.4	2.9	0.2	12.3
Paper and printing	1.1	0.6	3.4	0.1	5.2	0.6	0.7	2.2	-	3.5
Other manufacturing	0.7	0.6	2.3	0.1	3.7	0.6	4.2	3.6	0.1	8.5
All manufacturing	0.7	1.3	2.6	0.1	4.7	0.6	2.6	2.6	0.2	6.0
Non-manufacturing -										
Wholesale and retail trade	0.2	0.2	2.6	0.1	3.4	0.2	1.6	2.9	0.2	5.2
Other non-manufacturing	0.7	0.4	4.7(p)	-	5.8(p)	0.7	0.2	4.3	0.2	5.7
All non-manufacturing	0.2	0.4(p)	3.8	0.1	4.8(p)	0.6	1.0	3.8	0.2	5.6
All Industries	0.6	1.1	2.9	0.1	4.7	0.6	2.2	2.9	0.2	5.9

D. Dismissed: Employment terminated on the employer's initiative for disciplinary or similar reasons.  
R. Retrenched: Employment terminated, permanently or otherwise, on the employer's initiative for reasons such as a reduction in the scale of operations, breakdown in machinery, shortage of materials, completion of the job, etc.  
L. Left: Employment terminated on the employee's initiative. Employees on strike not included.  
O. Other: Includes separations due to death, injury, permanent retirement (including women leaving to be married), enlistment in the forces, and similar reasons.

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